

# JOB DESCRIPTION

## PATERSON BOARD OF EDUCATION

### FACILITIES/GROUNDS/OPERATIONS

4271 Executive Director of Facilities,  
Maintenance and Custodial Services

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### REVISED

**JOB TITLE:** EXECUTIVE DIRECTOR OF FACILITIES, MAINTENANCE AND CUSTODIAL SERVICES

**REPORTS TO:** Superintendent or Cabinet level designee

**SUPERVISES:** All Facility Maintenance and Custodial Personnel

### NATURE AND SCOPE OF JOB:

Organizes, administers, and leads a comprehensive program of maintenance and custodial services that provide and maintain in an efficient and economical manner the facilities, grounds, equipment, and furnishings of the district, so that all students, staff, and the community are assured of clean, safe, attractive, and healthy places in which to learn and work.

### QUALIFICATIONS:

The Executive Director of Facilities, Maintenance and Custodial Services shall:

1. Meet the requirements of a "Certified Educational Facilities Manager" pursuant to N.J.S.A. 18A:17-49, or working towards the requirements.
2. Hold a Baccalaureate degree in engineering or in a field related to organizing and leading a program of maintaining facilities.
3. Have at least five years of experience in construction and/or property management, with a minimum of three years in a supervisory capacity.
4. Demonstrate knowledge of construction codes, health and safety regulations, financial and management practices, purchasing, supervision and motivation of personnel, and state and local regulations regarding the maintenance of buildings and equipment.
5. Hold and maintain a valid driver's license for the type of equipment to be driven, with no serious violations.
6. Have excellent leadership and organizational skills and the ability to motivate people.
7. Have excellent integrity and demonstrate good moral character and initiative.

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8. Exhibit a personality that demonstrates interpersonal skills to relate well with students, staff, administration, parents and the community.
9. Demonstrate the ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.
10. Demonstrate the ability to use computers for word processing, data management, and telecommunications.
11. Provide proof of U. S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
12. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education. During the initial six month period provide a sworn statement that the individual has not been convicted of a crime or a disorderly persons offense in accordance with 18A:6-7.1.
13. Provide evidence that health is adequate to fulfill the job functions and responsibilities, with reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6:3-4A.4.
14. Pass the state required Mantoux Intradermal Tuberculin Test as required by N.J.A.C. 6:3-4A.4.
15. Meet such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

#### **VERIFICATION OF COMPETENCY:**

1. District application and resume.
2. Required documentation outlined in the qualifications above.
3. A minimum of three letters of reference from former employers, teachers, professors or other professional sources.
4. Employment interview.

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#### **EMPLOYMENT TERMS:**

The Executive Director of Facilities, Maintenance and Custodial Services shall be employed under the following terms:

1. Work year of twelve months.
2. Salary or hourly wage, benefits and leave time as specified in the written contractual agreement with the Board.
3. Conditions established by all laws and codes of the State, and all policies, rules, and regulations established by the Board of Education (N.J.S.A. 18A:27-4 et. seq.).

#### **JOB FUNCTIONS AND RESPONSIBILITIES:**

The Executive Director of Facilities, Maintenance and Custodial Services shall:

1. Administer the Department of Facilities, Maintenance and Custodian Services.
2. Lead, organize, manage, and supervise all maintenance and custodial operations of the district in compliance with all applicable federal, state, and local laws and regulations, and Board of Education policies and procedures.
3. Develop and implement the multi-year Comprehensive Maintenance Plan (N.J.A.C. 6:8-4.9(a) 7) that is both corrective and preventative for the upkeep of all facilities, grounds, and the major facilities systems (HVAC, mechanical, plumbing, electrical, and structural) of the district. Provide an efficient work order system for repairs of facilities and equipment that ensures that all maintenance and repairs are completed in a timely fashion, and provide regular work order status reports to the Assistant Superintendent for Business and principals of the buildings. Recommend facility improvement and modernization to improve the systems, equipment, and facilities of the district.
4. Serve as liaison for the school district on the Long Range Facilities Plan and to the New Jersey School Development Authority and the Department of Education.
5. Recommend policies and regulations dealing with facilities.
6. Oversee the development of a custodial services plan for each building that outlines the tasks of and expectations for custodial employees, indicating a detailed daily and periodic schedule for

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cleaning and simple repairs of the facilities. Establish and implement an effective summer and non-school day program of specialized cleaning and repairs.

7. Supervise a personnel management program for the Building and Grounds Department that includes a recruitment and selection process, and a written evaluation process that uses the recommendations of building level administrators. Recommend the continued employment, discipline, or dismissal of all custodial and maintenance personnel.
8. Develop and supervise work and vacation schedules for all custodial and maintenance personnel, including substitutes.
9. Monitor and approve time records of all maintenance and custodial personnel, and approve all overtime using established procedures and budgets.
10. Establish and implement a program of safety, accident prevention, and health maintenance for all employees, including safe and proper use of equipment, vehicles and materials, identification and prevention of hazards, air quality controls, Right To Know programs, and prevention of accidents and injuries. Work cooperatively with community and state agencies, including the police, fire, emergency, and health departments, to ensure that high standards of health, sanitation, and safety are maintained throughout all of the district's facilities and grounds. Provide a regular program of staff development to promote, cleanliness, efficiency, effective procedures, communication skills, work attitudes, and ethics.
11. Provide and monitor a system of regular building, equipment, and grounds inspections to meet all federal, state and local requirements, including the annual Department of Education Checklist, submitting all reports in a timely fashion.
12. Conduct regular inspections of all school facilities, grounds, and equipment to ensure that high standards for cleanliness, attractiveness and safety are maintained. Recommend to the Assistant Superintendent for Administration or principal any improvements needed.
13. Analyze all accidents and regularly search for patterns in injury reports in order to establish corrective procedures to reduce the potential for future accidents or hazards.
14. Monitor and recommend systems and procedures to ensure the security of all facilities.
15. Establish and maintain a system of financial records, controls, and accounting procedures for the repair and maintenance of the facilities in accordance with GAAP and applicable regulations, submitting all reports in a timely fashion. Correct immediately any audit exceptions.
16. Develop and recommend the Buildings and Grounds budget, and then administer the approved budget, completing all required documentation.

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17. Maintain current drawings and engineering records describing district facilities, equipment, and grounds.
18. Maintain the Fixed Assets Inventory, following the requirements of GAAP.
19. Maintain an inventory control system and purchase supplies, parts, and equipment through the established bid or price quote process that follows federal, state and local regulations.
20. Assist the Superintendent and the School Business Administrator with the development and annual review of the district's Long Range Facilities Plan (N.J.A.C. 6A Chapter 26, Subchapter 2).
21. Approve the specifications and recommend contractors to perform maintenance and repair services, using established district procedures. Supervise and inspect the work performed and recommend payment upon satisfactory completion of the work.
22. Develop, implement and monitor an effective grounds maintenance program, including playground equipment, to ensure that the grounds are attractive and safe. Work cooperatively with the Supervisor of Health, Physical Education, and Athletics and with principals in the preparation of playing fields and facilities for athletics and school activities.
23. Communicate, cooperate and collaborate regularly with the Assistant Superintendents of School Administration, principals, and appropriate staff about the needs and regulations and procedures for the effective operation of the buildings and the maintenance and custodial programs of the schools so that cooperative working relationships with building staff are encouraged and maintained.
24. Supervise removal of snow and ice so that safe conditions exist and schools can be opened in a timely manner.
25. Develop, implement, and monitor an energy conservation program, making recommendations for efficiency and reduction in the costs of operating the facilities.
26. Provide and maintain an efficient and effective waste disposal system with provisions for recycling of all waste permitted by local and State regulations.
27. Develop and implement in-service programs and activities for staff members.
28. Operate electronic and other equipment needed to carry out job functions and responsibilities.
29. Maintain effective communications with students, staff, and parents to elicit support and to seek perceptions and ideas for the improvement of the facilities.

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30. Research and make recommendations for improvement in the effectiveness and efficiency of the repair, maintenance, and cleaning services so that attractive, healthy, and safe facilities are provided.
31. Attend required meetings and serve, as appropriate on staff committees.
32. Notify and assist the administration and appropriate emergency personnel of any emergency, and potentially dangerous or unusual situations, following Policy and Regulation 8441, Care of Ill and Injured Pupils.
33. Participate in joint decision-making activities with Assistant Superintendents of School Administration and principals.
34. Understand and communicate current developments in the repair, maintenance, and custodial areas through reading, participation in appropriate workshops or meetings, and involvement in professional organizations.
35. Display the highest ethical and professional behavior in working with students, parents, school personnel, and outside agencies associated with the school. Serve as a role model for students and staff in demonstrating positive attitudes, appropriate attire and grooming, and an effective work ethic.
36. Use computers and/or electronic equipment to fulfill job functions.
37. Protect confidentiality of records and information about staff, and use discretion when sharing any such information within legal confines.
38. Observe strictly, to avoid the appearance of conflict, all requirements of the School Ethics Act (N.J.S.A. 18A:12-21 et. seq.) regarding conflicts of interest in employment, purchasing, and other decisions, including solicitation and acceptance of gifts and favors, and submit in a timely fashion the required annual disclosure statement regarding employment and financial interests.
39. Adhere to federal statutes and regulations, New Jersey school law, construction codes, State Board of Education rules and regulations, Board of Education policies and procedures, and contractual obligations.
40. Perform any duties and responsibilities that are within the scope of employment, as assigned by the Assistant Superintendent for Business, and not otherwise prohibited by law or regulation.

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#### PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

Unless reasonable accommodations can be made, while performing this job the staff member shall:

1. Use strength to lift items needed to perform the functions of the job.
2. Sit, stand and walk for required periods of time.
3. Speak and hear.
4. Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision.
5. Communicate effectively in English, using proper grammar and vocabulary. American Sign Language or Braille may also be considered as acceptable forms of communication.
6. Reach with hands and arms and use hands and fingers to handle objects and operate tools, computers, and/or controls.

#### ENVIRONMENTAL DEMANDS:

The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive.

1. Exposure to a variety of childhood and adult diseases and illnesses.
2. Occasional exposure to a variety of weather conditions.
3. Exposure to heated/air conditioned and ventilated facilities.
4. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.
5. Function in a workplace that is usually moderately quiet but that can be noisy at times.

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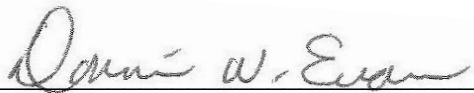
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#### EVALUATION:

The Superintendent or Cabinet level designee shall evaluate the Executive Director of Facilities, Maintenance and Custodial Services in accordance with Policy No. 4220, Regulation No. 4220, this Job Description, and such other criteria as shall be established by the Board of Education.



Approved

5-3-2011

Date